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REGULATIONS

Made Under

THE TEACHING PROFESSION ACT, 1944

O. Reg. 60/44

As amended by O. Reg. 1/48, O. Reg. 24/48 and O. Reg. 265/48

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REGULATIONS

under the

THE TEACHING PROFESSION ACT, 1944

O. Reg. 60/44.
General.
New.
Approved—October 17th, 1944.
Filed—October 23rd, 1944, 10.25 a.m.

O. Reg. 1/48.
Amending O. Reg. 60/44.
Regulations and Special War Service.
Made—12th December, 1947.
Approved—8th January, 1948.
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O. Reg. 24/48.
Amending O. Reg. 60/44.
Voluntary membership.
Made—13th January, 1948.
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O. Reg. 265/48.
Fees.
Amending O. Reg. 60/44, Revoking
O. Regs. 86/45 and 128/46.
Made—1st November, 1948.
Approved—18th November, 1948.
Filed—23rd November, 1948, 10.00 a.m.

AFFILIATED BODIES AND ASSOCIATIONS

1.—(1) The Ontario Secondary School Teachers' Federation, The Federation of Women Teachers' Associations of Ontario, The Ontario Public School Men Teachers' Federation, L'Association de l'Enseignement Francais de l'Ontario and The Ontario English Catholic Teachers' Association shall be the affiliated bodies of the Federation and are referred to in these regulations as "the affiliated bodies."

(2) All district and local associations having membership in any of the affiliated bodies shall be affiliated with the Federation.

EXECUTIVE

2.—(1) The executive shall be elected by the Board of Governors at its annual meeting.

(2) At a meeting of the executive prior to the annual meeting of the Board of Governors, the executive shall name a nominating committee which shall include a representative of each of the affiliated bodies.

(3) The nominating committee shall meet before the annual meeting of the Board of Governors to prepare nominations for the offices of president, first vice-president, second vice-president and treasurer from among the members of the Board of Governors for the coming year as submitted by their respective affiliated bodies.

(4) There shall always be on the executive of the Ontario Teachers' Federation at least one representative from each of,—

(*a*) The Ontario Secondary School Teachers' Federation;

(*b*) The Federation of Women Teachers' Associations of Ontario;

(*c*) The Ontario Public School Men Teachers' Federation; and

(*d*) L'Association de l'Enseignement Francais de l'Ontario and The Ontario English Catholic Teachers' Association.

(5) The convener of the nominating committee shall present the report of its nominations to the Board of Governors and upon these and other nominations which may be submitted from the floor by any member of the Board of Governors a secret ballot shall be taken.

(6) The Board of Governors may fill any vacancy which occurs on the executive during any year.

(7) The Board of Governors shall at the annual meeting appoint a secretary on an annual contract and salary as determined by the Board of Governors after considering recommendations previously submitted by the executive.

(8) In 1944,—

(*a*) the nominating committee shall consist of a representative named by the president of each of the affiliated bodies;

(*b*) the Board of Governors may elect the executive at any general meeting; and

(*c*) the Board of Governors shall elect one of its members to serve on the executive in lieu of the immediate past president.

FEES

3.—(1) Subject to subregulation 2, every member of the Federation shall pay to the Federation an annual membership fee based on his salary, upon the following scale,—

(*a*) secondary school teachers,—

on salaries of $3,000 and over...	$16.00
$2,500 to $2,999..	14.00
$2,000 to $2,499..	12.00
$1,500 to $1,999..	10.00
on salaries up to and including $1,499....	8.00

(*b*) public school men teachers..... 10.00

(*c*) public school women teachers,—

on salaries of $3,000 and over...	$15.00
$2,500 to $2,999..	10.00
$1,800 to $2,499..	8.00
on salaries up to and including $1,799....	6.00

(*d*) separate school teachers,—

on salaries of $2,000 and over...	$ 9.00
$1,600 to $1,999..	8.00
$1,100 to $1,599..	7.00
$ 801 to $1,099..	6.00
on salaries up to and including $800.....	5.00

(2) Where with the approval of the Minister French is a subject of instruction in a public or separate school, the French-speaking teacher of the public or separate school shall pay to the Federation an annual membership fee based on his salary, upon the following scale,—

on salaries of $2,400 and over...	$10.00
$2,000 to $2,399..	9.00
$1,600 to $1,999..	8.00
$1,200 to $1,599..	7.00
$ 801 to $1,199..	6.00
$ 600 to $ 800..	5.00
on salaries up to and including $599.....	4.00

NOTE.—O. Reg. 86/45 and O. Reg. 128/46, which had previously amended regulation 3, were revoked, and the whole regulation was re-made as above, by O. Reg. 265/48.

UNPROFESSIONAL CONDUCT

4. Members of the Federation shall conduct themselves with due regard to the honour and dignity of the teaching profession and it shall be considered unprofessional conduct for a member,—

(*a*) to break a contract or to violate a verbal agreement to enter a contract with a board of trustees;

(*b*) to make a report on a fellow-member of the Federation criticizing him adversely, if such a report might involve his dismissal or demotion or affect his salary, without first having shown him a written statement and given him an opportunity of replying thereto; or

(*c*) to accept employment with a board of trustees whose relations with the Federation are unsatisfactory to the Federation, except with the specific consent of the Minister and the onus shall be upon the member to ascertain from the Federation whether such an unsatisfactory relationship exists.

RELATIONS AND DISCIPLINE COMMITTEE

5.—(1) The Board of Governors shall appoint annually a Relations and Discipline Committee which shall deal with matters of relations, unprofessional conduct and discipline referred to it by the executive.

(2) On receipt of a report from the Relations and Discipline Committee and after consideration thereof, the Board of Governors may recommend to the Minister that he suspend or cancel the certificate of a teacher or, with the approval of the Minister, may impose such other disciplinary measure as the Board of Governors deem appropriate.

APPEAL

6. Any teacher who has been disciplined by the Board of Governors may request a review of his case by the Board of Governors which shall review it at its next regular meeting and report its findings to the Minister and to the teacher concerned.

BOARD OF GOVERNORS

7.—(1) The Board of Governors shall consist of forty members selected as follows:

(*a*) from The Ontario Secondary School Teachers' Federation, the president, immediate past president, first vice-president, second vice-president, and secretary, and five representatives elected annually at the annual meeting of The Ontario Secondary School Teachers' Federation. In 1944, the five representatives shall be selected by the executive of The Ontario Secondary School Teachers' Federation;

(*b*) from The Federation of Women Teachers' Associations of Ontario, the president, immediate past president, first vice-president, second vice-president, and secretary, and five representa-

tives elected annually at the annual meeting of The Federation of Women Teachers' Associations of Ontario;

(*c*) from The Ontario Public School Men Teachers' Federation, the president, immediate past president, first vice-president, second vice-president, and secretary, and five representatives elected annually at the annual meeting of The Ontario Public School Men Teachers' Federation;

(*d*) from L'Association de l'Enseignement Francais de l'Ontario, five representatives elected annually at the annual meeting of L'Association de l'Enseignement Francais de l'Ontario, and from the Ontario English Catholic Teachers' Association, five representatives elected annually at the annual meeting of The Ontario English Catholic Teachers' Association.

(2) The Board of Governors shall take office at the conclusion of business of the annual meeting.

(3) In the event of a vacancy occurring on the Board of Governors during a year, the vacancy shall be filled by the executive of the affiliated body concerned.

MEETINGS

8.—(1) The annual meeting of the Board of Governors shall be held during the week prior to Labour Day, at a time and place to be determined by the executive.

(2) The Board of Governors shall also meet during the Christmas and Easter vacations and at such other times and places as the executive shall decide.

(3) Any one of the three regular meetings of the Board of Governors may be omitted on a recommendation made by the executive and approved by at least twenty-five members of the Board of Governors.

(4) Except with the unanimous consent of the ex-executive, notice of meeting of the Board of Governors shall be given by the Secretary two weeks in advance.

(5) At a meeting of the Board of Governors twenty-five members shall constitute a quorum.

9.—(1) The executive shall meet before and after the three regular meetings of the Board of Governors and at such other times as the president shall decide.

(2) At a meeting of the executive four members shall constitute a quorum.

(3) Notice of meetings of the executive shall be given by the Secretary at least one week in advance.

PROCEDURE AT MEETINGS

10.—(1) The order of procedure at meetings of the Board of Governors and of the executive shall be as follows:

(*a*) call to order;

(*b*) reading and confirming of minutes of last meeting;

(*c*) business arising from minutes;

(*d*) reading of correspondence and action thereon;

(*e*) appointment of steering and other temporary committees;

(*f*) reports of officers;

(*g*) reception of delegations;

(*h*) reports from affiliated bodies;

(*i*) reports of standing and special committees;

(*j*) general business;

(*k*) elections;

(*l*) installation of officers; and

(*m*) adjournment.

(2) Any one or more of the items of procedure may be omitted from the agenda of any meeting.

(3) The order of procedure in sub-regulation (1) may be changed at any time by majority vote of the members present.

REPORTS

11. The Board of Governors shall require from each affiliated body an annual report to be filed not later than the end of June, for submission to the annual meeting.

EXPENSES

12. The treasurer shall pay the necessary expenses of members of the Board of Governors and the executive upon the instructions of the executive.

RESOLUTIONS

13.—(1) A resolution of any of the affiliated bodies for presentation to the Minister or to any public body shall first be submitted to the Federation and shall be brought before the Board of Governors for discussion.

(2) The Board of Governors may present such resolution to the Minister or to the public body concerned, in the name of the Federation, or may refer it to a standing or special committee or to the affiliated body presenting it.

(3) If after study, the resolution is not approved by the Board of Governors but the affiliated body presenting it still wishes to proceed, it may do as as a minority report through the Federation.

(4) In the case of urgent matters requiring immediate attention, a resolution from one of the affiliated bodies may be submitted to the executive for action at its discretion.

REPORTS OF MISCONDUCT

14. In the case of reported unprofessional conduct by any member, the secretary, on instruction from the president or another member of the executive designated by him, may transmit the information received to the Minister, to the chairman of the board of trustees, to the member and to the affiliated body concerned.

VOLUNTARY MEMBERSHIP

15. Where a person other than an inspector, an instructor in a teacher-training institution or a person employed to teach in a school for a period not exceeding one month,—

(*a*) holds a teacher's certificate;

(*b*) is engaged in an educational capacity; and

(*c*) makes application to the Board of Governors for membership in the Federation,

the Board may admit him to voluntary membership therein.

NOTE.—Regulations 15 and 16 of O. Reg. 60/44 were revoked and the above regulation 15 substituted therefor, by O. Reg. 24/48. At the time of this printing there is no regulation 16.

APPLICATION FOR MEMBERSHIP

17. A teacher who has withdrawn from membership and thereafter wishes to become a member shall make application to the Board of Governors and such application shall be considered by the Board of Governors after reference to the appropriate affiliated body and if the application is accepted, the Secretary shall notify the Minister.

COMMITTEES

18.—(1) The Board of Governors shall at the annual meeting appoint the following standing committees:

(*a*) budget;
(*b*) educational finance;
(*c*) educational research and policies;
(*d*) legislation;
(*e*) publicity and education week;
(*f*) relations and discipline; and
(*g*) superannuation;

and such special committees as may from time to time appear necessary.

(2) The standing committees shall be made up of the conveners of the corresponding committees in each of the affiliated bodies, together with the president and secretary of the Federation.

(3) The convenership of the standing committees shall rotate annually among the representatives of the affiliated bodies except with the unanimous consent of the Board of Governors.

REGULATIONS

19. Regulations or resolutions made by the Board of Governors may be evidenced by the signatures of the president and secretary.

SPECIAL WAR SERVICE

20. Service in the following organizations:

(*a*) Canadian Legion;
(*b*) Civilian Meteorological Service;
(*c*) Knights of Columbus;
(*d*) Merchant Marine;
(*e*) Red Cross;
(*f*) Salvation Army;
(*g*) St. John's Ambulance Brigade;
(*h*) Young Men's Christian Association;
(*i*) Young Men's Hebrew Association; and
(*j*) Young Women's Christian Association,

is designated as special war service which shall be deemed to be special war service for the purposes of subsection 2 of section 4 of the Act, but only where the teacher was engaged full-time on the service in the organization.

Board of Governors of
The Ontario Teachers' Federation,

by WINSTON DAVIES,
President.

by NORA HODGINS,
Secretary.

NOTE.—Regulation 19 of O. Reg. 60/44 was revoked and regulations 19 and 20 were added as above, by O. Reg. 1/48.